

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
07-CA-068538Date Filed
11-9-2011

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Alpine Access	b. Tel. No. 3032790585
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1120 Lincoln Street Suite 1400 Denver, CO 80203	e. Employer Representative Rob Duncan, COO
	g. e-Mail rduncan@alpineaccess.com
	h. Number of workers employed 1500+
i. Type of Establishment (factory, mine, wholesaler, etc.) Service Provider	j. Identify principal product or service Call Center
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
1) The company promulgated overly broad policy to stifle the dissemination of organizing information to workers and to report organizing activity to management.	
2) The company has changed its communications policy with regards to email communication to stifle the flow of information. (Section 7)	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By (b) (6), (b) (7)(C)	Individual
(signature of representative or person making charge)	(Print/type name and title or office, if any)
Address Same as Above	Nov 8, 2011 (date)
	Tel. No.
	Office, if any, Cell No.
	Fax No.
	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



United States Government
National Labor Relations Board
Region 7
477 Michigan Ave.
Rm. 300
Detroit, MI 48226-2569

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

January 17, 2012

Mr. Rob Duncan, COO
Alpine Access, Inc.
1120 Lincoln St., Ste. 1400
Denver, CO 80203-2140

Re: Alpine Access, Inc.
Case 07-CA-068538

Dear Mr. Duncan:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313) 226-3238. If the agent is not available, you may contact Deputy Regional Attorney Amy J. Roemer whose telephone number is (313) 226-3209.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Raymond Kassab
Acting Regional Director

Enclosure: Copy of first amended charge

Alpine Access, Inc.
Case 07-CA-068538

- 2 -

January 17, 2012

cc: Ross M. Gardner, Esq.
Jackson Lewis, LLP
10050 Regency Cir., Ste. 400
Omaha, NE 68114-3721

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

ALPINE ACCESS, INC.

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 07-CA-068538

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on January 17, 2012, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Ross M. Gardner, Esq.
Jackson Lewis, LLP
10050 Regency Cir., Ste. 400
Omaha, NE 68114-3721

Mr. Rob Duncan, COO
Alpine Access, Inc.
1120 Lincoln St., Ste. 1400
Denver, CO 80203-2140

January 17, 2012

Date

Carol A. Koper, Designated Agent of
NLRB

Name

Carol A Koper

Signature



United States Government
National Labor Relations Board
Region 7
477 Michigan Ave.
Rm. 300
Detroit, MI 48226-2569

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

January 17, 2012

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Re: Alpine Access, Inc.
Case 07-CA-068538

Dear (b) (6), (b) (7)(C):

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney Robert Drzyzga whose telephone number is (313) 226-3238. If the agent is not available, you may contact Deputy Regional Attorney Amy J. Roemer whose telephone number is (313)226-3209.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Raymond Kassab
Acting Regional Director



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
477 MICHIGAN AVE
RM 300
DETROIT, MI 48226-2543

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

September 14, 2012

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Re: Alpine Access, Inc.
Case 07-CA-068538

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Alpine Access, Inc. has violated the National Labor Relations Act.

Decision to Approve Settlement Agreement: In my September 5, 2012, correspondence I requested that you forward your objections to the settlement agreement in writing no later than September 12, so I could consider them before making a final decision on whether to approve the settlement agreement in the above matter. As of today, I have not received your written objections. Accordingly, in view of the terms the Charged Party has agreed to in the attached Settlement Agreement, I have determined that it would not effectuate the purposes of the National Labor Relations Act to institute further proceedings at this time. I am, therefore, approving the Settlement Agreement and refusing to issue a complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to approve the settlement agreement was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 28, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other

documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **September 27, 2012**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before the original appeal due date**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Terry Morgan
Regional Director

RAD/mlmi

Enclosure

cc General Counsel
Office of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, NW
Washington, DC 20570

Rob Duncan, COO
Alpine Access
1120 Lincoln Street, Ste 1400
Denver, CO 80203-2140

Ross M. Gardner, Attorney At Law
Jackson Lewis LLP
10050 Regency Circle, Ste 400
Omaha, NE 68114-3721

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in approving the settlement agreement in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

CERTIFICATION OF POSTING

RE: **Alpine Access, Inc.**
Case 07-CA-068538

RECEIVED
NLRB-REGION 7

2012 OCT 25 A 10:15

1. Physical Posting

The Notice to Employees in the above matter was posted on (date) 10/10/2012
at the following locations: (List specific places of posting)

The notice was posted on the bulletin board in the
employee breakroom in Denver, Colorado.

2. Intranet Posting

The Notice to Employees in the above matter was posted on the Employer's Intranet/Website on
(date) 9/26/2012. A copy of the intranet/website posting is attached.

3. Electronic Distribution

The Notice to Employees in the above captioned matter was also distributed electronically on
(date) 9/26/2012 by the following means. (State means of distribution and
attach proof.)

An email was sent to current and former employees
who worked for Alpine Access from November 1, 2011 to
present.

CHA (b) (6), (b) (7)(C) DENT

By: _____

Title: _____

Date: _____

10/24/12

This form should be returned to the Regional Office, together with **FOUR** original Notices,
dated and signed in the same manner as those posted.

NOTICE TO



POSTED PURSUANT TO APPROVED BY A RI NATIONAL LABOR RELATIONS BOARD

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL NOT make it appear to you that we are spying on your union or other protected, concerted activities by directing you not speak to specifically named employees, or to report to your supervisors if you are contacted by specifically named employees.

WE WILL NOT orally announce an overly broad rule that prohibits you from using our email system to send emails to other employees regarding union or other protected concerted activities.

WE WILL NOT threaten you with discharge if you send emails to other employees regarding union or other protected concerted activities.

WE WILL NOT spy on you in order to find out about your union or other protected concerted activities.

WE WILL NOT disable access to our Abode chat rooms, or any other hardware device or software program, to prevent you from exchanging messages related to union, or other protected concerted activities.

WE WILL NOT maintain unlawful, overly broad policies that infringe upon your Section 7 rights including, but not limited to, our Non Disclosure Agreement, Confidentiality Policy, Media Relations Policy, Computer Systems Policy, and Acceptable Use Policy ISO 13.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL rescind the orally announced rule that prohibits you from using our email system to send emails to other employees regarding union or other protected concerted activities.

WE WILL allow X-Box account employees to use the chat functions in the Alpine Access Instant Messaging (AAIM) software system.

WE WILL rescind and no longer give effect to the unlawful portions of our Non Disclosure Agreement, Confidentiality Policy, Media Relations Policy, Computer Systems Policy, and Acceptable Use Policy ISO 13, and notify you in writing when this is completed. The rules that require revision are listed below:

Alpine Access, Inc. Proprietary and Confidential Alpine Access Non Disclosure Form

2 NONDISCLOSURE:

- **2.1 Recognition of Company Rights.** At all times during Employee's employment and thereafter, Employee will hold in strictest confidence and will not directly or indirectly disclose, use, copy, transmit, lecture upon, or publish any of the Company's Proprietary Information (defined below), except as such disclosure, use, or publication may be required in connection with Employee's work for the Company, or unless an officer of the Company expressly authorizes such in writing. Employee hereby assigns to the Company any rights Employee may have or acquire in such Proprietary Information and recognizes that all Proprietary Information shall be the sole property of the Company and its assigns.

The National Labor Relations Board is an independent Federal agency created in 1935 to help employees want union representation and it investigates and remedies unfair labor practice charge or election petition, you may speak confidentially to any agent with the Board's Regional Office.

EMPLOYEES

SETTLEMENT AGREEMENT ONAL DIRECTOR OF THE AGENCY OF THE UNITED STATES GOVERNMENT



- **2.2 (c) Proprietary Information:**

information concerning the manner and details of the Company's operation, organization and management; the identities of customers and the specific individual customer representatives with whom the Company works; the details of the Company's relationship with such customers and customer representatives; the identities of, and details of the business; the nature of fees and charges to the Company's customers, non public forms, contracts, and other documents used in the Company's business; all information concerning the Company's employees, agents, and contractors, including without limitation such persons' compensation, benefits, skills, abilities, experience, knowledge, and shortcomings, if any; the nature and content of computer software used in the Company's business, whether proprietary to the Company or used by the Company under license from a third party; and all other information concerning the Company's concepts, prospects, customers, employees, agents, contractors, earnings, products, services, equipment, systems and/or prospective and executed contracts and other business arrangements. Notwithstanding the foregoing, it is understood that at all such times, Employee is free to use information which is generally known in the trade or industry, which is not gained as result of a breach of this Agreement, and Employee's own, skill, knowledge, know-how, and experience to whatever extent and in whichever way Employee wishes.

Employee Handbook - Non-Corporate Employees its Code of Conduct:

Confidentiality

- We encourage and expect all Alpine Access employees to consider themselves as an employee of the client for the assigned client program during all work-related activities.

Alpine Access employees supporting or assigned to client programs must preserve all confidential information related to the business, products, customers, employees, policies and procedures, processes, systems, training materials or any other confidential or secure information.

Alpine Access employees supporting or assigned to client programs are strictly prohibited from disclosing our client's name outside of work-related activities and is in direct violation of the Non-Disclosure Agreement and Master Services Agreement between Alpine Access and the client. This includes using the client's name in any form of collaboration tool (chat rooms, instant messaging, etc) or verbal communication outside of work-related activities including with family, friends or other networking situations. [Employees who do so]. . . are liable for damages including the value of diverted resources and any legal fees. ...

Writing down account numbers or storing chat logs is strictly prohibited. ...

Emails that may contain private personal information of any employee, client or customer such as names, addresses, phone numbers, user IDs, or account numbers must be immediately deleted upon the completion of the work. Whenever possible provide this information via phone and work the issue real-time to avoid electronic transmission of data.

enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether
s by employers and unions. To find out more about your rights under the Act and how to file a
al Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov.

CE AND MUST NOT BE DEFACED BY ANYONE.

UST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING
ICES COMPLIANCE OFFICER,

NOTICE TO



**POSTED PURSUANT TO
APPROVED BY A REG
NATIONAL LABOR RELATIONS BOARD**

Yahoo Messenger and other commercial instant messaging tools (including Alpine Access Instant Access Production and Training Chat Rooms) and personal email systems are strictly prohibited from being used to communicate personal private information regarding our clients and their customers.

Employee Handbook- Non- Corporate Employees

Computer Systems Policy

Using computer equipment in a manner that is not consistent with the mission of Alpine Access, misrepresents Alpine Access, or violates any Alpine Access policy is prohibited. Alpine Access allows limited personal use for communication with family and friends, independent learning, and public service...

Inappropriate use includes, but is not limited to, the following:

"Downloading, uploading or sending offensive, insulting or harassing content".

Employee Handbook Non - Corporate Employees

Media Relations Guidelines for All Employees

Policy

Alpine Access employees shall not discuss any company related matters with anyone outside of Alpine Access. The Marketing Department is officially designated as Alpine Access's liaison with media outlets and is responsible for planning and coordinating all media efforts. It is Alpine Access's desire to maintain an attitude of openness with the media, while maintaining control over the release of information due to our status as a private company. This is done while allowing appropriate employees the opportunity to work with the media to promote the company and their role within the company.

Procedures

1. All questions, interviews, etc. raised by the media should be referred to the Marketing Department immediately. . . .
2. The proper procedure to release information to the media is to go through the Marketing Department. All news releases are issued by the Marketing Department, unless a special arrangement has been made...
4. Failure to comply with existing policies may result in disciplinary action for the employee.

(f) in its Acceptable Use Policy ISO 13, implemented on about August 14, 2007:

Acceptable Use

Alpine Access systems must only be used for conducting the business of Alpine Access. Occasional personal use of the system is permitted, but information, data and messages that are accessed, processed, shared, retrieved and stored in these systems will be treated

The National Labor Relations Board is an independent Federal agency created in 1935 to employees want union representation and it investigates and remedies unfair labor practice charge or election petition, you may speak confidentially to any agent with the Board's Regi

EMPLOYEES

SETTLEMENT AGREEMENT
IAL DIRECTOR OF THE
GENCY OF THE UNITED STATES GOVERNMENT



no differently from other Alpine Access records. Incidental personal use of Alpine Access systems is permissible only if the use: (a) does not consume more than a trivial amount of resources that could otherwise be used for business purposes, (b) does not interfere with staff productivity (c) does not preempt any business activity, and (d) does not otherwise violate Alpine Access policy.

Alpine Access Systems Unacceptable Use

Use of Alpine Access systems, including email, to communicate or store inappropriate items including, but not limited to, those items of a sexual or other harassing nature. Do not include any words or phrases that may be construed as derogatory based on race, color, sex, age, disability, national origin or any other category;

Information systems will not be used to solicit for commercial ventures, religious or political causes, or for personal gain outside of Alpine Access.

Unacceptable Use of Internet Access

Alpine Access Internet users will not knowingly:

Use the Internet or email for any unlawful activity or for personal gain; Engage in non-business activities to include playing games, blogging, message boards or streaming audio or video material not beneficial to Alpine Access;

Internet activities that can be attributed to the Alpine Access domain address (such as posting news to newsgroups, use of chat facilities, and participation in mail lists) must not bring disrepute to Alpine Access or Alpine Access staff with controversial issues (e.g. sexually explicit materials).

ALPINE ACCESS, INC.

(Employer)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Dated: 10/10/12

By:

(Name

(Title)

force the National Labor Relations Act. It conducts secret-ballot elections to determine whether
by employers and unions. To find out more about your rights under the Act and how to file a
Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov.

E AND MUST NOT BE DEFACED BY ANYONE.

ST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING
CE'S COMPLIANCE OFFICER,

Alpine Access, Inc.
Intranet Posting Information

Website: <https://home.alpineaccess.com>

Username: NLRBTest

Password: Welcome2

RECEIVED
NLRB-REGION 7
2012 OCT 25 A 10:15
DETROIT MICHIGAN

https://www.alpineaccess.com/alpine/agent_home.jsp Agent Home

File Edit View Favorites Tools Help

Free Hotmail HP Download Store Login Page MSN (3) MSN Suggested Sites Web Site Gallery Welcome to Wellness

Dashboard Target

Definitions

Manage Schedules

Manager Services

Manage Toolbox Documents

Manage Toolboxes

My Reports

QA System

Real Time Monitor

Records Admin

Report Center

Search Chat Logs

Team Management

Human Resources

Candidate Email Mgt

Email Employees

Email Groups

Group Assign Managers By Program

Leave Approval HR

Leave Approval Management

Leave Request

Leave Type Maintenance

Schedule Interview Availability

Search All Chat Logs

Payroll

Agent Payroll Summary

Approve Pay

Approve Pay - Dept

Employee Time Card (Admin Mode)

Manage Pay Scales

Payroll Reports

Update/Sync NTI ADP File#S

Training


Alpine Access Brand Platform


Click to report illegal, unethical, or irresponsible behavior.

Refer a Friend
Refer Family
Refer Talent

Employee Referrals get you \$150!

Learn More...


 **alpineaccess**
wellness@work

 **10000 HOUR CLUB**

Congratulations to our Newest Members!

NLRB Board Notice Posted 9/26/2012

CCP Support Center

 **Looking for Help Desk Information?**

We've moved and changed our name to the CCP Support Center!

Check it out at the [CCP Support Center Portal](#) under something for everyone!

110%

6:06 PM 9/28/2012

1



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 07
477 Michigan Ave Rm 300
Detroit, MI 48226-2543

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

July 29, 2013

Ross M Gardner Esq
Jackson Lewis LLP
10050 Regency Cir Ste 400
Omaha NE 68114-3721

RE: ALPINE ACCESS, INC.
CASE 07-CA-068538

Dear Mr. Gardner:

The above-captioned case has been closed on compliance. However, this Office may institute further proceedings if subsequent violations occur.

Very truly yours,

Terry Morgan
Regional Director

MDB/sr

cc: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
07-CA-218676

Date Filed
4-18-2018

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Concentrix		b. Tel. No.
		c. Cell No. 248-3031284
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 34115 West 12 Mile Road Farmington Hills, Michigan, 48331	e. Employer Representative Sarah Ording, Senior Manager, North American HR Service Delivery	
	g. e-Mail sarah.ording@concentrix.com	
	h. Number of workers employed 300	
i. Type of Establishment (factory, mine, wholesaler, etc.) Customer Service	j. Identify principal product or service Call Center for GM recalls	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on about (b) (6), (b) (7)(C) 2018, the above-named Employer has restricted me from being seen by other employees and instructed me not to speak to anyone at the facility about anything, which restricts (b) (6), (b) (7)(C) from engaging in any Section 7 activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C) (Signature)

(b) (6), (b) (7)(C) An Individual

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

April 18, 2018

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.